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ABSTRACT

The bibliography contains examples of women's experiences in occupations traditionally filled by men. All occupations except those related to homemaking, nursing, elementary or secondary education, and stenography are included. Entries are coded by broad occupational categories and arranged alphabetically by author according to type of publication: articles; books; brochures, leaflets, monographs, pamphlets, reports, and U.S. government documents; and dissertations. Entries were largely selected on the basis of titles and their applicability to the study, with no effort made to review the content. Research was conducted by searching general and specialized indexes, the Library of Congress card catalog, and the Educational Resources Information Center (ERIC) and by personal contact with government agencies and private organizations. Excluded from the bibliography are international or foreign publications; publications exclusively about wages, legislation, or statistical information; data concerning political activity; and titles published before 1970. Appended is the list of indexes and specialized bibliographies consulted. (Author/RG)

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DIMENSIONS ON WOMEN'S EMPLOYMENT IN NON-TRADITIONAL FEMALE OCCUPATIONS

(A SELECTED BIBLIOGRAPHY)

JANUARY, 1970 - JULY, 1975

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PREPARED FOR:
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BUREAU OF OCCUPATIONAL AND ADULT EDUCATION
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U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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PREFACE

The issue of sex-role stereotyping has become a major concern in career preparation and employment for women. Overcoming social, cultural and historical barriers which prevent or retard equity for women, although formidable, is not impossible, but is by no means easy. Breakthroughs are occurring in many different occupations and examples of women's experiences in employment traditionally filled predominantly by men are numerous. The Bureau of Occupational and Adult Education has developed this bibliography under contract for the express purpose of disseminating information about sources of literature and publications which include dimensions on women's employment in non-traditional fields.

Rather than to postpone dissemination until the annotated version is completed, we felt the bibliography can be put to a variety of beneficial uses in the interim by vocational educators and other interested persons as they seek to correct sex-role stereotyping in vocational education and employment opportunities for women. For guidance to readers in using the bibliography, we have coded the entries by broad occupational categories on the basis of titles only. Content may in fact deviate from this temporary classification in some instances.

William F. Pierce
Deputy Commissioner for
Occupational and Adult Education

VT 102 821

REFERENCE CODE

CODE:	
1	AGRICULTURAL OCCUPATIONS
2	ART, DESIGN AND COMMUNICATION OCCUPATIONS
3	BUSINESS, MANAGEMENT AND ADMINISTRATIVE OCCUPATIONS
4	CRAFT OCCUPATIONS
5	EDUCATIONAL AND RELATED OCCUPATIONS
6	HEALTH, PHYSICAL AND RECREATIONAL OCCUPATIONS
7	INDUSTRIAL, MANUFACTURING AND CONSTRUCTION OCCUPATIONS
8	MILITARY OCCUPATIONS
9	OPERATIVE OCCUPATIONS
10	PROFESSIONAL OCCUPATIONS
11	PROPRIETOR OR OWNERSHIP OCCUPATIONS
12	PROTECTIVE SERVICES OCCUPATIONS
13	SALES OCCUPATIONS
14	SCIENTIFIC AND TECHNICAL OCCUPATIONS
15	SERVICE OCCUPATIONS
16	SOCIAL SERVICES OCCUPATIONS
17	TRANSPORTATION AND PUBLIC UTILITY OCCUPATIONS
18	GENERAL

Introduction

The purpose of this study was to develop a general bibliography on the successful employment of women in non-traditional occupations. In accomplishing this task, the following operational definitions were used:

Successful Employment: Interpreted as the possibility of being hired or actual employment in a given field. Neither the longevity of employment nor the effect of such employment on the organization was considered.

Non-traditional Occupations: Included all occupations except those related to homemaking, nursing, elementary or secondary education, and stenography.

Limitations of the Study

In the initial phases of the study, it was determined that a voluminous amount of literature was available about women and employment. To make the document more meaningful and to stress current sources, the researchers limited the search to those data published

between 1970-75. Other limitations of the study included these:

1. No effort was made to preview entries for content. Therefore, most of the references were included solely on the basis of titles and their applicability to the study. In some cases, however, references (which, on first glance, would not have been included) were added based on the content of the annotations found in indices.
2. No publications focusing exclusively on international occupations or women in other countries were included.
3. Publications exclusively about wages, salary differentials, legislation, specific governmental programs to alleviate discrimination in employment, and statistical information were excluded.
4. No newspaper bibliographies were consulted, but references to newspapers found in other indices were included.
5. No reprints of books with an initial publication date prior to 1970 were included.

6. Political activity, because it included salaried and non-salaried work, was excluded.

Methodology

Several different means of research were employed in compiling this bibliography. The most extensive search procedure consisted of consulting numerous general and specialized indices (Appendix A). An attempt was made to consult every index that included a section on women and employment and to include references to a wide variety of publications (including popular magazines, special women's publications, dissertations, theses, government documents, and other miscellaneous publications). In each bibliography, all references listed under "Women," "Women and Employment," and "Women in a Specific Field of Employment" were considered. In addition to the review of indices and specialized bibliographies, the card catalogue at the Library of Congress was consulted to identify books published since 1970; an ERIC search on "Women and Employment" also was completed.

A second method of research was individual consultation with personnel in various government departments/ bureaus and private foundations. The government offices visited included the Women's Bureau of the United States

Office of Education; the Bureau of Labor Statistics, the Manpower Administration, and the Women's Bureau within the Department of Labor; and the National Institute for Education. Personal contact was made with one private organization, the National Federation of Business and Professional Women's Clubs, Incorporated, which maintains an extensive library on women and employment.

In some situations, it was impossible to visit an agency. In such cases, telephone calls served as the vehicle for obtaining information. Telephone contacts were made with these agencies: the Government Printing Office; the National Organization for Women; the American Personnel and Guidance Association; the International Affairs Department of the Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express, and Station Employees; and the Communications Workers of America.

When it was not feasible to visit or make telephone calls, agencies were requested to provide information through written communications. Responses varied; however, contact was made with these organizations:

1. American Association of University Women.
2. Labor Unions Task Force, National Organization for Women (NOW)
3. NOW Task Force on Employment
4. NOW Task Force on Labor Unions, Media, Art, and Public Policy Association
5. Secretary of the Department of Health, Education, and Welfare
6. Task Forces for NOW
7. Women's Program Staff, United States Office of Education
8. Women's Programs of the National Institute for Education
9. Zonta, International, Headquarters Office

Organization of the Study

For the purpose of explanation and clarity, this study is divided into the following sections:

Articles

Books

Brochures, Leaflets, Monographs, Pamphlets, Reports, and United States Government Documents

Dissertations

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APPENDIX A

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